



DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 10TH AIR BASE WING

USAF ACADEMY, COLORADO

23 JAN 2005

MEMORANDUM FOR ALL USAFA PERSONNEL

FROM: HQ 10 ABW/CC

6980 Otis Drive, Suite 101

USAF Academy, CO 80840-2540

SUBJECT: United States Air Force Academy policy on Alternative Dispute Resolution (ADR) in Workplace Disputes

1. On 10 Jun 04, the Secretary of the Air Force sent a memorandum to all MAJCOM and FOA commanders urging them to make a personal commitment to ensure the Air Force achieves the full measure of ADR benefits through implementation of the recently published AFI 51-1201, *Alternative Dispute Resolution in Workplace Disputes*. It is our policy to utilize ADR to the maximum extent practicable.
2. USAFA will implement ADR IAW AFI 51-1201. Per the instruction requirements, please find attached USAFA's ADR plan, which has been reviewed and approved by ADR stakeholders, including DP, EEO, JA, and the Union. While the plan provides a roadmap, ADR's success is contingent on your understanding that it is a proven method for resolving disputes at the lowest level, saving time, resources, and ensuring minimal mission impact.
3. I highly support the Secretary's call for a commitment to promote the use of ADR wherever possible and encourage you to do the same. While use of ADR techniques must be voluntary, commanders must be strong advocates in order for ADR to succeed. The USAFA ADR Champion is Mrs. Tinisha Agramonte at 333-4132. Mrs. Agramonte and her staff stand ready to support your efforts in ensuring the successful implementation of the ADR program.


SUSANNE P. LECLERE, Colonel, USAF
Commander

Attachments:

1. ADR Plan
2. SECAF Memo, 10 Jun 04